



# FAIRTIMES

ISSUE I      MAY 2005

## MEET THE DIRECTOR

Governor Schwarzenegger appointed Suzanne M. Ambrose ("Suzy," as she is known to friends and co-workers) director of the Department of Fair Employment and Housing ("DFEH") in August 2004.

For Suzy, the appointment was a homecoming to the agency where she began her civil rights career as a Law Clerk in the Legal Division while studying at McGeorge School of Law.

After receiving her Juris Doctor in 1987, she began work as a Staff Counsel the following year. In 1994, she

became the Assistant Chief Counsel, and was elevated to Chief Counsel three (3) years later. She served in that capacity until departing to become a Deputy Attorney General at the California Attorney General's Office in September 2000. However, she continued her efforts to help the DFEH fulfill its mission through her work in the Civil Rights Enforcement Section where she represented both the DFEH and Fair Employment and Housing Commission in matters referred to the Attorney General. In 2002, she became the Supervising Deputy Attorney General in that Section.

Suzy's commitment to the



eradication of discrimination, harassment, retaliation, and acts of hate violence is tireless and unwavering, as demonstrated by her professional achievements.

Welcome back, Suzy!

## DFEH HONORED WITH HUD INNOVATION AWARD

The DFEH was honored recently by the Department of Housing and Urban Development ("HUD") for exemplary work in fighting housing discrimination.

The DFEH received the prestigious Innovation

Award on June 16, at the HUD 2004 National Fair Housing Training Conference and Housing Policy Summit held in Washington, DC. Beth Rosen-Prinz, Regional Administrator, Housing, accepted the award on behalf of the DFEH.

"The DFEH is the nation's largest Fair Housing Assistance Program," noted Chief Deputy Director Wanda Kirby. "The DFEH processes nearly 10% of the nation's fair housing caseload. This award is

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## MEET THE CHIEF DEPUTY DIRECTOR

**W**anda J. Kirby was appointed Chief Deputy Director of the DFEH by Governor Schwarzenegger on March 18, 2005.

Wanda's nearly 30-year career with the DFEH dates back to 1976 when she began work as a Consultant in the Special Project Office in San Francisco, working with law enforcement agencies throughout the State. In 1980, she was appointed District Administrator of the Santa Ana District Office, and just one (1) year later became one of the DFEH's first Regional Administrators.

In 1993, she was appointed Deputy Director, Enforcement Division, and served in that capacity until 1998 when she was named Deputy Director, Enforcement Staff Operations. Wanda also briefly served as Interim Director in 2004.

Wanda was honored earlier this year by the City of Los Angeles, Department on Disability for her support of the annual "Accessible City Expo" and commitment to equal participation and inclusion of persons with disabilities in the workforce and the mainstream of life in the City of Los Angeles.

About her new role, Wanda stated, "It was with great pride that I accepted this position. It is my honor to represent the staff members of this Department who work so tirelessly to protect the rights of those who work and live in the State of California to live free of discrimination."

Wanda holds a Bachelor's Degree in Sociology from California State University, Long Beach, and completed graduate work in public administration at California State University, Dominguez Hills.



## LEGISLATIVE UPDATE

The following Bills are currently pending in the California Legislature.

**A.B. 394:** Would permit the owner of real property which is subject to an unlawful restrictive covenant to file a "Restrictive Covenant Modification" directly with the County Recorder, including a copy of the original recorded document with the illegal language stricken.

**A.B. 590:** Would permit cities and counties to enact land use ordinances or grant conditional use permits for the creation of mobile home parks for seniors so long as those parks qualify as "housing for older persons" under the federal Fair Housing Amendments Act of 1988.

**A.B. 1400:** Would clarify existing civil rights laws by enacting "The Civil Rights Act of 2005," adding marital status and sexual orientation to the illustrative, but not exhaustive, list of protected classes enumerated in Civil Code sections 51, 51.5, 51.7, 51.8, and 53.

**A.B. 1669:** Would extend the time to file a complaint of discrimination with the DFEH up to one year beyond the date a complainant reaches the age of 18.

**S.B. 300:** Would amend Section 12945.2 of the Government Code which relates to family and medical leave. The Bill would expand the circumstances under which an employee is entitled to a protected leave pursuant to the California Family Rights Act ("CFRA") by (1) eliminating the age and dependency elements from the definition of "child," thereby permitting employees to take a protected leave to care for independent

adult children with a serious health condition; (2) expanding the definition of "parent" to include in-laws; and (3) permitting employees to take a protected leave to care for a seriously ill grandparent, sibling, or domestic partner, as those terms would be defined.

**S.B. 1030:** Would amend Civil Code section 51.5 to allow a business establishment to refuse to provide nonessential services to a member of the public based upon race, creed, religion, color, national origin, sex, disability or medical condition if to provide that service would violate the business owner's sincerely held religious belief(s).



## MAY IS ASIAN / PACIFIC — AMERICAN HERITAGE MONTH

California enjoys a population rich in diversity, embracing a variety of ethnic and racial groups as part of both our history and future. The Asian/Pacific-American community is comprised of twenty-five different Asian and Pacific Islander groups.

Asian/Pacific-American Heritage Month is a commemoration of the contributions that Asians and Pacific Islanders have to the United States and, more particularly, California. They came here to realize their dreams and helped make this great state expand its economy. Along with their descendents, members of this community continue to contribute strong, courageous leadership and innovation in many different fields, including government and politics, business and media, sports, literature and the arts, architecture, education, public service, law, and science.

The annual celebration originated with a joint Congressional resolution which was signed by then-President Jimmy Carter in 1978. At that time, only

the first ten (10) days of May were designated as Asian/Pacific Heritage Week.

Two significant historical events led to the selection of May as an appropriate time for the celebration. The first Japanese immigrants came to the United States on May 7, 1843. Also, the transcontinental railroad was completed on May 10, 1869. The majority of the workers were Chinese immigrants, many of whom accomplished the back-breaking task of laying the tracks across the rugged granite walls of the Sierra Nevada Mountains. Californians are forever indebted to those workers whose labor connected the West and East Coasts.

In 1990, then-President George Bush designated May Asian/Pacific-American Heritage *Month*. Festivals, parades, and educational activities punctuate the month-long celebration.

The theme for 2005 is "Freedom for All -- A Nation We Call Our Own."

## HATE CRIME CASE SETTLED FOR VIOLENT NIGHT CLUB ATTACK

On April 11, 2005, the DFEH announced that it finalized a \$125,000 settlement in a case involving hate violence handled by Staff Counsel Annmarie Billotti.

The DFEH contended, in a lawsuit filed in San Francisco Superior Court, that in August 2002, Bay Area resident Jack Broughton violated the Ralph Civil Rights Act when he assaulted U.C. Berkeley student Yvette Balderas outside Studio TV (formerly the Transmission Theatre), a San Francisco nightclub where Ms. Balderas was attending the SF Drag King Contest.

"Any act of violence cannot be tolerated, especially those acts

perpetrated because of a person's gender or sexual orientation," said Director Ambrose. "This settlement reiterates the importance of the DFEH's ongoing education and outreach efforts as a means of preventing future cases and encouraging all Californians to understand the gravity and corrosiveness of such acts."

Broughton struck Ms. Balderas on the head from behind using his closed fist, as he screamed derogatory epithets related to Ms. Balderas' gender and sexual orientation, including "dyke." Broughton's vicious attack upon Ms. Balderas continued as he repeatedly kicked her about the head, neck, and breast while she lay on the ground in a fetal position,

bleeding and crying. Broughton also assaulted a friend of Ms. Balderas' who attempted to intervene and assist her.

In February 2004, Broughton entered a guilty plea on an associated criminal charge of willfully assaulting Ms. Balderas because of her sexual orientation by means of force likely to produce great bodily injury.

## DFEH AWARD (CONTINUED FROM PAGE 1)

the result of the commitment, diligence, and hard work of the managers of the Units and their staff," Kirby observed. "Without their dedication, the DFEH would not have received this award."



*Carolyn Y. Peoples,  
Assistant Secretary for  
Fair Housing & Equal  
Opportunity*

HUD Assistant Secretary for Fair Housing and Equal Opportunity Carolyn Peoples, who presented the award, noted that "The DFEH has maintained its traditionally high standards of investigating excellence among its three housing units, as well as important affirmative relief to vindicate the

public interest in all mediated cases."

**"The DFEH processes nearly 10% of the nation's fair housing caseload. This is the result of the commitment, diligence, and hard work of the managers of the Housing and Mediation Units and their staff."**

*- Wanda Kirby,  
Chief Deputy Director*

## DFEH ENFORCES NEGOTIATED SETTLEMENT

The DFEH seeks to resolve complaints of discrimination via conciliation at every stage of the investigatory process.

Those efforts proved successful when Project Sentinel, an Oakland fair housing advocacy group, filed a complaint with the DFEH alleging that a housing provider had engaged in discrimination against a former tenant because of the tenant's physical disability.

The parties' participation in the DFEH's mediation program culminated in settlement, with the respondent

THE DFEH HAS LEGAL DIVISION OFFICES IN ELK GROVE, OAKLAND, AND LOS ANGELES STAFFED BY 10 ATTORNEYS WHO PROSECUTE VIOLATIONS OF THE FAIR EMPLOYMENT AND HOUSING ACT, UNRUH CIVIL RIGHTS ACT, AND RALPH ACT.

agreeing to pay Project Sentinel \$2,350.

When the respondent breached the agreement by failing to make payment, the DFEH filed a small claims action in Alameda County. (The small claims court has jurisdiction over matters involving disputes worth \$5,000 or less, and litigants may not be represented by counsel.)

DFEH Paralegal Lisa Valenzuela appeared on behalf of the DFEH. The respondent contended that she signed the settlement agreement under duress since the mediator was an attorney employed by the DFEH.

However, documents submitted in evidence conclusively established that the mediator was, in fact, a *private* attorney selected by the parties. Moreover, the respondent could have terminated the settlement negotiations at any time, rather than agreeing to the

settlement terms and executing the settlement agreement. Instead, she entered into a final, enforceable agreement.

The court entered judgment in favor of the DFEH in the amount of \$2,350, plus costs of \$35.





SOUTHERN CALIFORNIA EMPLOYERS' ROUND TABLE ("SCERT") PRESENTS:

***"Effectively Responding to Complaints of  
Discrimination / Harassment / Retaliation"***

Breakfast Seminar Sponsored by the Los Angeles Times and Amgen

**Wednesday, May 11, 2005 7:30 a.m. to 11:30 a.m.**

**Fee: \$40.00**

**Includes continental breakfast and  
resource materials**

**Register now!**

Send your check to:

SCERT, Inc.  
Ms. Cathy Bell  
2241 Murphy Hall, UCLA  
Box 951405  
Los Angeles, CA 90095-1405

**Seminar Site:**

L.A. Times  
202 West First Street  
(Check in at Lobby.)  
Los Angeles, CA 90012-4105

**Parking**

L.A. Times lot at  
213 South Spring Street  
Los Angeles, CA 90012-3709  
(between 2nd Street and 3rd Street)

**Agenda**

- 7:30 Registration/Networking/Continental Breakfast
- 8:00 Opening Remarks  
*Marie Waller, SCERT Chair*
- 8:10 Legal Update  
*Lloyd Loomis, Esq., Sonnenschein, Nath & Rosenthal*
- 8:45 Documenting Internal Investigations of Employee Complaints  
*Jonathan Boxer, Sr. Counsel, Northrop Grumman*  
*Christopher Comma, Esq., Corporate Regional Sr. Human Resources Manager, American Medical Response*  
*Mary Ottman, Business Ethics Compliance Manager, Northrop Grumman*
- 10:00 Break
- 10:15 Preparing Position Papers to Respond to Regulatory Agencies  
*Olophius Perry, District Director, LA District Office, EEOC*  
*Cathie Joy, Acting Regional Administrator, South, DFEH*  
*Pamela Thomason, Esq., Sexual Harassment & Title IX Officer, UCLA*
- 11:30 Adjournment

## VOLUNTEER MEDIATION PROGRAM STARTED

The DFEH recently instituted a Volunteer Mediation Program to offer complainants and respondents the opportunity to participate in mediation immediately after a complaint of employment discrimination has been filed with the DFEH, but *prior to* the commencement of the DFEH's investigation. Mediation services are provided at no cost to either party.

The program is modeled after the Pilot Mediation Program which was established by the DFEH in 2001. Because that

program was funded on a limited-term basis, the Department does not have funding to pay private mediators at this time.

Cases will be referred to the Mediation Unit by selected District Offices and a volunteer external mediator assigned, who will then contact both parties to ascertain their willingness to participate in the process. If both agree, the

mediator will schedule and conduct the mediation. Interpreters are provided, if needed.



Mediation sessions typically last less than four (4) hours. If an agreement is reached, the mediator assists the parties in developing a written settlement agreement and obtaining the necessary signatures. All parties are advised that the resultant settlement agreement will be binding and enforceable. The entire process

(cont. on page 8)

## FAIR HOUSING MONTH CELEBRATED

Governor Schwarzenegger issued a proclamation establishing April 2005 "Fair Housing Month" in California and, throughout the month, DFEH Housing Unit staff participated in fair housing activities such as workshops and conferences. The Governor's Proclamation was presented to a number of entities in order to honor their contributions to fair housing, including, but not limited to Project Sentinel (Oakland), the Fair Housing Council of Orange County, and the Housing Rights Center (Los Angeles).

Each year, April is designated "Fair Housing Month," during which communities throughout the nation participate in events

recognizing the accomplishments of fair housing advocates and encouraging continued efforts to achieve equal rights in housing for all people.

The celebration commemorates the 1968 passage of the federal Fair Housing Act, Title VIII of the



Civil Rights Act of 1964. Consistent with its long commitment to and leadership in civil rights, California's first fair housing law was introduced five years earlier by Assembly Member Byron Rumford. Assembly Bill 1240 met with strong opposition, resulting in months of debate and revisions. As advocates maintained a "round the clock" vigil, the bill passed just minutes before the end of the legislative session. The

groundbreaking "Rumford Act" prohibited discrimination based on race, color, creed, national origin or ancestry in housing accommodations of three (3) or more units, in public and redevelopment housing, and in owner-occupied single family homes with public financing.

But that was not the end of the story. In 1964, opponents of the law passed an initiative, Proposition 14, which substantially weakened the Rumford Act's protections. Proposition 14 amended the

The Fair Employment and Housing Act ("FEHA") extends far greater protections from housing discrimination to California residents than does federal law.

California constitution to prevent enactment of any law limiting an individual's absolute right to sell or lease his/her property except via constitutional amendment. However, two (2) years later, the California Supreme Court declared Proposition 14 unconstitutional, reinstating the Rumford Act to its original full force.

In the years since those early battles, the Fair Employment and Housing Act ("FEHA") has significantly broadened its protections, adding the protected categories of sex, marital status, familial status, disability, sexual orientation, and source of income, and extending coverage to virtually all housing accommodations within California. The FEHA is substantially equivalent to federal law, which means that it provides no fewer rights and remedies than the federal Fair Housing Amendments Act. In fact, though, it extends far greater protections to California residents than those provided by federal law.

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GOVERNOR ARNOLD SCHWARZENEGGER

## PROCLAMATION

This April marks the 42<sup>nd</sup> anniversary of California's fair housing law and the 37<sup>th</sup> anniversary of the federal civil rights law providing for equal housing opportunity.

Our fair housing laws were enacted to protect the right of all Californians to exercise free choice in housing apart from race, color, religion, sex, marital status, national origin, ancestry, disability, familial status, sexual orientation or source of income.

In spite of state and federal legislation, discrimination continues to necessitate strong enforcement by the State Department of Fair Employment and Housing and the Fair Employment and Housing Commission.

During the month of April, both the public and private sectors will participate in a nationwide effort to provide education about fair housing law and promote equitable housing practices.

NOW, THEREFORE, I, ARNOLD SCHWARZENEGGER, Governor of the State of California, do hereby proclaim April 2005, as "Fair Housing Month" in California.



IN WITNESS WHEREOF I have here unto set my hand and caused the Great Seal of the State of California to be affixed this 7th day of April 2005.

A handwritten signature in black ink, reading "Arnold Schwarzenegger".

Arnold Schwarzenegger  
GOVERNOR OF CALIFORNIA

Attest:

A handwritten signature in black ink, reading "Bruce McPherson".

Bruce McPherson  
SECRETARY OF STATE



## THE DFEH REMEMBERS MYONIA GIBBS STONE

**T**he DFEH pays tribute to long-time employee and civil rights advocate, Myonia Gibbs Stone.

Myonia devoted more than a quarter century to helping the DFEH realize its mission and eradicate discrimination. She began her career with the DFEH in early 1978 as a Consultant II in the Los Angeles District Office and, at the time of her death, had served as the Regional Administrator, South, since October 2001.



*Myonia Gibbs Stone*  
1938—2004

Myonia's colleagues affectionately recall the impact she had on all who knew her. As one coworker put it, "Myonia didn't just 'talk the talk,' she 'walked the walk.'" Another described her as "strong of conviction" and "willing to champion the goals and ideals she believed to be right."

Many DFEH staff members also remember Myonia fondly because of her devotion to and nurturing of animals, and either recall the stories of strays being given a home or relate how Myonia lovingly but determinedly persuaded them to provide one of those homes.

All of us at the DFEH express our sincere condolences to Myonia's family and friends.

"We hope that you find 'FAIRTIMES' to be a valuable resource and look forward to hearing suggestions on how the DFEH can better serve the public and fulfill its mission."

*Suzanne M. Ambrose,*  
Director

### VOLUNTEER MEDIATION (CONTINUED FROM PAGE 6)

normally will be completed within 60 days from the date the complaint is filed.

All information concerning the mediation is confidential and parties are admonished not to divulge details about the mediation session to anyone.

If one or both of the parties decline to mediate or the mediation session does not result in settlement being reached, the case is referred back to the DFEH's Enforcement Divi-

sion for investigation.

The DFEH is currently recruiting qualified volunteer mediators. The DFEH will provide training about DFEH policies and procedures, standards of conduct for mediators, and the preparation of settlement agreements. If you are interested in serving as a volunteer mediator, please contact the DFEH Mediation Unit at (916) 478-7244.

**Help  
Wanted**

THE DFEH IS  
CURRENTLY  
RECRUITING  
QUALIFIED  
VOLUNTEER  
MEDIATORS.  
CALL (916) 478-  
7244  
IF YOU ARE  
INTERESTED!



**Attn: Employers!**

**Here is your chance to comply with California's new law (A.B. 1825, effective January 1, 2005), requiring all California employers of 50 or more employees to provide sexual harassment prevention training for supervisors and managers!**

**DATE: MAY 19, 2005**

**10:00 A.M. TO 12:00 P.M.**

**COLOMA  
COMMUNITY CENTER  
4623 "T" STREET  
SACRAMENTO**

**\$25.00 PER PERSON  
(\$20 IF 2 OR MORE  
EMPLOYEES ATTEND)**

*A Joint Presentation of:  
Sacramento County Bar Association, Labor and  
Employment Law Section,  
and  
The Department of Fair Employment and  
Housing, an Agency of the State of California*

# ***Sexual Harassment Prevention Training***

## **Subject Matter Will Include:**

- ◆ Prohibition of sexual harassment (state and federal laws)
- ◆ How to prevent workplace sexual harassment from occurring
- ◆ How to respond to a complaint of workplace sexual harassment
- ◆ Remedies for victims of sexual harassment
- ◆ Practical examples designed to teach supervisors how to prevent workplace harassment, discrimination, and retaliation

Certificates of attendance will be provided to all participants.

*Questions? Call (916) 478-7263*

[www.dfeh.ca.gov](http://www.dfeh.ca.gov)

**Hurry!  
Seating is  
Limited!**

**Send a check for \$25 per participant (\$20 if more than 2 employees from the same company attend), payable to:**

**Sacramento County  
Bar Association  
c/o Barbara Cotter  
Murphy, Pearson,  
Bradley & Feeney  
701 University  
Avenue, Suite 150  
Sacramento, Ca  
95825  
(916) 565-0300**

## FAIR EMPLOYMENT AND HOUSING COMMISSION AWARDS \$167,486 IN SEXUAL HARASSMENT AND HATE VIOLENCE CASE

The Fair Employment and Housing Commission ("FEHC") recently awarded \$167,486 in a case involving sexual harassment and hate violence prosecuted by DFEH Staff Counsel Lillian Tabe.

"We are extremely pleased with the outcome of this important case," stated Director Ambrose. "The FEHC's decision reiterates that sexual harassment and acts of violence will not be tolerated in California

workplaces and emphasizes the importance of this department's ongoing education and outreach efforts as a means of preventing future cases."

Following a three-day hearing, the FEHC concluded that Kurt Bottoms

violated the Fair Employment and Housing Act by subjecting his female employee to both quid pro quo ("something for something") and hostile work environment sexual harassment. Bottoms also violated the Ralph Civil Rights Act, California Civil Code section 51.7, which prohibits violence or threats of violence against persons or property because of their sex. Bottoms threatened the complainant and her family with harm if she did not accede to his demands for sex, stalked and intimidated her.

Bottoms' former employee filed a complaint with the DFEH in July 2003, alleging that she was sexually harassed by her employer and landlord, Kurt Bottoms, the self-proclaimed "King of Richmond." She also asserted that he threatened her when she objected to his advances. She was employed as a personal assistant in Bottoms' Richmond, California, real estate office beginning in January 2003, and subsequently rented a home from him. During her employment, Bottoms demanded that she engage in

sexual conduct with him in order to retain her job. When she rebuffed his advances, Bottoms subjected her to offensive and degrading epithets and verbal abuse, both when they were alone and in front of his other employees. Undeterred, Bottoms pursued the complainant with expensive gifts, made inappropriate comments about her body, demanded that she work long hours and travel with him, and telephoned her at home at all hours.


Bottoms' unlawful conduct escalated over time, culminating in his making threats upon her life and the lives of her family. After the complainant quit her job and obtained a restraining order against Bottoms in July 2003, he continued to pursue and intimidate her.

The FEHC's Order requires Bottoms to pay the complainant \$100,000 to compensate her for the emotional distress she suffered as a result of his conduct, \$12,486 in wages lost from the time she was forced to

leave her employment with Bottoms until she began working again in January 2004, and a \$25,000 civil penalty for violating for the Ralph Act. Bottoms was also ordered to pay a \$30,000 administrative fine directly to the State's General Fund.

In order to prevent future violations, Bottoms was ordered to develop and implement a written policy that prohibits sexual harassment in the workplace which he must distribute to all of his employees and post in the workplace, along with notice of the FEHC's Order. Bottoms is also required to attend interactive training on the requirements of the Fair Employment and Housing Act.

*(DFEH v. Kurt D. Bottoms, as a Managing Agent and an Individual, doing business as Kurt Bottoms Real Estate Broker, business form unknown, (2005) FEHC Dec. No. 05-03-P.)*



*The DFEH enforces the Ralph Act, Civil Code section 51.7, which makes unlawful any act of violence or intimidation by threat of violence because race, color, religion, ancestry, national origin, political affiliation, sex sexual orientation, age, disability, or position in a labor dispute, or because another person is perceived to have one or more of those characteristics. The list of bases of discrimination is illustrative, rather than restrictive.*

## UPCOMING EVENTS

**MAY 5:** Regional Administrator (Housing) Beth Rosen-Prinz addresses Los Angeles Neighborhood Housing Services, Los Angeles

**May 11:** Chief Deputy Director Wanda J. Kirby participates in the Southern California Employers Round Table (SCERT) Breakfast Conference, Los Angeles

**May 13:** Acting District Administrator Susan Sheftel participates in an accessibility training workshop sponsored by HUD and Project Sentinel, Los Angeles

**May 18:** Director Ambrose will address the Fresno County Workplace Conference, Fresno

**May 19:** Sacramento County Bar Association, Labor and Employment Section, & the DFEH present "Sexual Harassment Prevention Training." See flyer in this issue or call (916) 478-7263 for more information.

**June 3:** Regional Administrator (Housing) Beth Rosen-Prinz addresses Pets Are Wonderful Support (PAWS), Los Angeles

**June 9:** Director Ambrose is the keynote speaker at the California Association of Equal Rights Professionals' Annual Conference, Palm Springs

**June 10:** Director Ambrose provides legal update for the California Association of Equal Rights Professionals'

### FAIRTIMES

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BAKERSFIELD	(661) 395-2729
FRESNO	(559) 244-4760
LOS ANGELES	(213) 439-6701
LOS ANGELES	(213) 439-6702
OAKLAND	(510) 622-2941
SACRAMENTO	(916) 445-5523
SAN DIEGO	(619) 645-2681
SAN FRANCISCO	(415) 904-2303
SAN JOSE	(408) 277-1277
SANTA ANA	(714) 558-4266

### HOUSING OFFICE LOCATIONS

TOLL FREE	(800) 233-3212
LOS ANGELES	(213) 439-6703
OAKLAND	(510) 622-2945

### MEDIATION OFFICE LOCATIONS

ELK GROVE	
LOS ANGELES	(866) 870-9456

### LEGAL OFFICE LOCATIONS

ELK GROVE	(916) 478-7272
OAKLAND	(510) 873-6457
LOS ANGELES	(213) 439-6751



**CALIFORNIA DEPARTMENT OF  
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AND HOUSING**

2218 KAUSEN DRIVE, SUITE 100  
ELK GROVE, CA 95758  
TELEPHONE: (916) 478-7251  
FACSIMILE: (916) 478-7329

**DFEH MEDIATION PROGRAM**

TELEPHONE: (916) 478-7244

**DFEH COMMUNICATION  
CENTER**

TELEPHONE: (916) 478-7200  
FACSIMILE: (916) 478-7320  
TOLL FREE (800) 884-1684

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**VISIT OUR WEBSITE:  
[WWW.DFEH.CA.GOV](http://WWW.DFEH.CA.GOV)**

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The Department of Fair Employment and Housing ("DFEH") is the largest state civil rights agency in the country. It was established by the Legislature in 1959 as the Division of Fair Employment Practices and was initially part of the Department of Industrial Relations.

In 1980, the DFEH was established as an independent department charged with enforcing California's comprehensive employment, housing, public accommodations and public service non-discrimination laws, as well as the State's bias-related hate violence law.

The DFEH has jurisdiction over both private and public entities operating within the State of California, including corporate entities, private sector contracts granted by the State of California, and all State departments and local governments.

The DFEH receives and investigates discrimination complaints of employment, public accommodations and hate violence in its ten district offices throughout the State, as well as two offices that handle housing cases. In addition, there are three legal offices which litigate cases and provide legal support to the district offices.